

COMMAND COMPETENCIES KSAs			
Knowledge, Skill and Abilities - General Topics	Unit Officer - KSAs	1st Level of Command - KSAs All Unit officer KSAs plus:	2nd Level of Command - KSAs All 1st level KSAs plus:
<b>Size-up</b>	Knowledge of basic incident scene size up factors including: nature of the incident, resources dispatched, scene findings, initial action plan,	Extensive knowledge of incident scene size-up factors including: resources committed, additional resources needed, problem definition refinement, incident action plan.	Additional knowledge of incident scene size-up factors including: resource use, impact on systems, contingency planning.
	Ability to effectively communicate an Initial Incident Status Report. Ability to establish an initial action plan.	Ability to quickly perform a risk-benefit analysis that includes the existence of problems, the determination of possible causes, and a recommended course of action.	
		Ability to complete on-going evaluation of incident operations in order to alter the incident action plan.	Ability to complete on-going evaluation of incident operations to further support the incident action plan.
		Ability to conduct and write a Post-Incident Analysis using MCFRS forms	

			Ability to determine when the action plan requires transition of the incident to disaster or area command
Strategy and Tactics (All Hazard)	Knowledge of the basic principles and practices of emergency and non-emergency scene operations to include: fire suppression, rescue, emergency medical services, hazardous materials, and other special hazards.	Knowledge of the advanced principles and practices of emergency and non-emergency scene operations to include: fire suppression, rescue, emergency medical services, hazardous materials, and other special hazards.	Knowledge of the principles and practices of complex emergency and non-emergency scene operations.
	Ability to implement/follow all MCFRS SOPs and protocols. Ability to assign tasks to support the SOPs and protocols.	Ability to assess SOP/protocol adherence and resource deployment in accordance with sound incident stabilization practices. Ability to deviate from the SOPs and protocols when operation therein is not practical.	Ability to analyze the strategy, tactics, and tasks employed on an emergency incident to identify efficiency, effectiveness, and safety strengths and weaknesses
	Ability to act at the HM First Responder- Operations level.	Ability to supervise a HM incident Division officer	Ability to command a HazMat incident by using, or having knowledge of the available resources
<b>Incident Management System</b>	Knowledge of basic IMS principles, practices, and procedures as they apply to Montgomery County Fire and Rescue Service	Knowledge of advanced IMS principles, practices, and procedures as they apply to Montgomery County Fire and Rescue Service	Knowledge of IMS principles, practices, and procedures as they apply to emergency scene operations in the National Capital Region.
	Ability to assume command of an incident, and assign and coordinate tasks for multiple companies	Ability to assume command of an incident and organize a command structure in branches, groups, and divisions.	Ability to assume command of an escalating incident and assign all command and general staff positions.

	Ability to supervise a group or division.	Ability to establish an effective operating position in the form of a stationary Command Post	Ability to establish an effective unified command post or area command post as incidents escalate or multiple incidents occur.
	Ability to use a basic-level tactical worksheet or PAC.	Ability to use an advanced-level tactical worksheet or PAC.	
		Ability to effectively communicate the lessons learned during a post incident analysis.	
		Ability to interact seamlessly with a local Incident Management Team.	Ability to serve in a Command and General Staff position of a local Incident Management Team.
		Ability to use and operate the resources provided by Command Post 1.	
			Ability to interact seamlessly with EMG and EOC.
			Ability to transition command of an incident or multiple incident event to a higher level IMT
	Ability to systematically demobilize and terminate a basic-level incident.	Ability to systematically demobilize and terminate an advanced-level incident.	Ability to systematically demobilize and terminate a multi-dimensional incident.
<b>Agency Support Resources</b>	Knowledge of local interagency resources such as: other government agencies, public utilities, and private sector service agencies.	Knowledge of regional agency resources such as: other government agencies, public utilities, and private sector service agencies.	Knowledge of State and federal agency resources such as: FEMA, NMRT, ATF, State Fire Marshal, and NTSB.
	Ability to interact with local interagency resources.	Ability to interact with regional agency resources.	Ability to interact with State and federal agency resources.

<b>Supervision</b>	Knowledge of company-level supervision practice and principles including single unit operations, basic multi-unit operations, and Division and Group Operations.	Knowledge of division, group, and branch operations.	Knowledge of Area Command and IMT practices and principles.
	Ability to perform a post-incident evaluation and provide feedback to crew members using positive reinforcement or constructive criticism	Ability to perform a post-incident evaluation and provide feedback to unit officers using positive reinforcement or constructive criticism	Ability to perform a post-incident evaluation and provide feedback to the Incident Commander using positive reinforcement or constructive criticism
<b>Regulations and Standards</b>	Knowledge of regulations and standards, including SOPs, policies and procedures, local/State/federal regulations, and applicable national standards.		
<b>Fire and Explosives Investigations</b>	Knowledge of basic fire and explosives investigations practices and principles including scene preservation, witness information, and basic cause and origin determination.	Knowledge of basic fire and explosives investigations practices and principles including scene preservation, witness information, and basic cause and origin determination.	
	Ability to conduct a basic cause and origin determination.	Ability to use and interact with outside resources to complete a cause and origin investigation.	
<b>Scene Control</b>	Knowledge of initial scene control and isolation practices and principles, including hazard zones, and scene entry control.	Knowledge of initial scene control and isolation practices and principles, including hazard zones, and scene entry control.	Demonstrate the ability to implement large scale scene control and isolation practices and principles as related to major incident operations.
	Ability to establish an initial, scene entry/isolation control zone.	Ability to expand an initial control zone based upon the magnitude of the incident.	

<b>Incident Scene Safety and Personnel Welfare</b>	Knowledge of incident scene safety operations, including hazard recognition, reporting, mitigation, and RIT operations. Knowledge of PAS, rehab practices, behavioral health, and wellness/fitness factors.	Knowledge of Incident Scene Safety Officer and RIT formation and operation. Knowledge of PAS, rehab practices, behavioral health, and wellness/fitness factors.	
	Ability to function as a Division safety officer.	Ability to serve as an ISSO.	
<b>Information Technology and Telecommunications</b>	Knowledge of MCFRS and mutual aid communications procedures, including MDC and radio operations.	Knowledge of MCFRS and mutual aid communications procedures, including MDC and radio operations.	Knowledge of specialized communications procedures and practices, including COG, USAR, and HAM operations.
	Ability to operate all IT support available to the Unit Officer.	Ability to operate all IT support available to the Command Officer.	
<b>Threat Level Procedures</b>	Knowledge of applicable DHS Threat Level policies and procedures.	Knowledge of applicable DHS Threat Level policies and procedures, including battalion disaster operations.	Knowledge of applicable DHS Threat Level policies and procedures, including County-wide and regional disaster operations.
		Ability to organize companies into Task Forces, and to establish a battalion command.	Ability to initiate and participate in the local IMT.
<b>COG Mutual Aid Plan</b>	Knowledge of the COG Mutual Aid Plan		
	Ability to follow mutual aid guidelines and interact with mutual aid units.	Ability to command mutual aid units and participate in the command structure of a mutual aid jurisdiction.	Ability to function in a multi-jurisdictional mutual aid operation.

<b>Code Enforcement</b>	Knowledge of Code Enforcement operations and requirements including ability to issue a NOV, and determining the need for Code Enforcement support.	Knowledge of Code Enforcement operations regarding facility occupation and relocation services.	Knowledge of Code Enforcement operations regarding facility occupation and relocation services.
<b>Incident Documentation</b>	Knowledge of MCFRS incident documentation requirements and operations.		Knowledge of county/State/federal incident documentation requirements and operations.
	Ability to complete all MCFRS incident documentation.		Ability to complete all pertinent county/State/federal incident documentation.
		Ability to complete company-level benchmarks.	Ability to complete command-level benchmarks.